

Divestment motion passes, but in amended form

Only companies violating federal government code will be affected

by Arthur Kapitans

Over 90 minutes of often eloquent, sometimes rhetorical, and always impassioned debate preceded Governing Council's approval, last Thursday at Scarborough College, of a motion ordering the University to establish procedures for divesting its holdings of companies and banks with investments in South Africa.

It was, ironically, a motion its author, part-time undergraduate representative Claire Johnson, attempted to withdraw and eventually opposed.

The bone of contention was an amendment, first proposed by President George Connell at a meeting of the Executive Committee Sept. 10, that confines divestment to Canadian companies and banks which fail to adhere to federal government guidelines on corporate conduct in South Africa, or which fail to report on their adherence.

To some members, the amendment was an essential proviso, without which approval of the motion was unthinkable. To others, including most of the spectators who packed Scarborough's Council Chamber, punctuating the debate with hisses and ovations, it was a gaping loophole that all but engulfed the original motion.

This is the view Johnson herself espoused, immediately after Council vice-chairman Joan Randall moved Connell's amendment. Repeating a procedure which had already failed at the Executive Committee, Johnson invoked section 72b of the rules of order, which prohibits "an amendment which contravenes the sense of a motion". Chairman St. Clair Balfour instantly ruled the amendment in order, provoking a challenge from graduate student representative Fawn Currey, who argued that the amendment dealt merely with the treatment of employees, while the intent of the motion was "putting an end to the support of the South African political system with U of T dollars".

A majority vote, however, upheld

Balfour's ruling, and discussion turned to the amendment itself. Johnson was first to speak. While some members believed the amendment would facilitate the passage of the motion, she said, she strongly opposed it. "To frame the University's policy in such terms does not address the principle of having investments in South Africa. It expresses a false confidence in the value of the code. I argue further that it is improper to write the code into University policy without closer

inspection of its provisions and powers of investigation."

After articulating brief rebuttals to some of the common arguments against divestment, Johnson continued: "Codes of conduct can never challenge or compensate for the structure of apartheid. Naturally we should divest from companies which are bad employers, but the point...is not that Canadian companies are bad employers, but that their operations in no way challenge apartheid policies,

and that the net effect of their presence is to support the apartheid state.

"That such a seriously flawed amendment is before us," she concluded, "suggests that there is a lack of confidence in our ability to determine a responsible policy — either that or the lack of will to do so."

Prefacing his comments with a reminder that his Jewish relatives were all too aware of the evils of brutal totalitarian regimes, full-time undergraduate representative Tony Clement expressed his support of the amended motion, on the grounds that good conduct by employers represented the best strategy for changing South African society for the better. "A model company under [federal] guidelines will be treating blacks and whites as equal partners and employees," he said. "Such a company will be directly defying South African law, defying white social standards, and training blacks to be managers of the economy."

"In short, it will be assisting the entry of South Africa into the 20th

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UNIVERSITY OF TORONTO **Bulletin**

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Cool reception for Macdonald plan to fund students, not provinces

By Mark Gerson

While the rest of the country is arguing the merits of free trade and a redesigned social welfare system, university faculty, students and administrators are pouring over the 17 neglected pages of the Macdonald Commission report that discuss post-secondary education.

The reforms proposed for higher education are just as radical as those recommended for other aspects of

Canadian life. Donald Macdonald and his fellow commissioners called for an end to federal transfer payments for post-secondary education, a system of tuition vouchers or tax credits for students, full institutional independence to set tuition fees and improvements in student aid.

They also criticized the "considerable parochialism" and "disciplinary isolation" of Canadian social scientists and the "defensive attitude toward the

status quo" it found in universities.

If implemented, the commission's proposals would dramatically alter the way higher education is financed in Canada. Cash payments now made to the provinces by the federal government would be channelled to students through a voucher or tax credit that would cover part of their tuition and average \$1,850 in 1985-86. Provinces would be encouraged to end their regulation of tuition and let the free market determine fee levels. Ottawa now transfers more than \$4 billion a year for post-secondary education to the provinces, about half in cash and half in income tax points. But the provinces are not obliged to spend the federal money on colleges and universities, and many, including Ontario, divert at least part of it to other purposes.

The proposed changes would give Ottawa its long-sought-after visibility in university financing and would ensure that its money is used for higher education by diverting the cash portion of the transfer to students.

All but three provinces would lose federal funds under the scheme, at least initially, because grants would be calculated on a per-student, not a per-capita, basis. British Columbia, Newfoundland, Saskatchewan and Prince Edward Island stand to lose the

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A classic

It's hard to say what was most impressive about the obelisk erected on King's College Circle by architecture and landscape architecture students recently — its authentic look or pretty pink colour. Designed to classical proportions by part-time staff member Michael Djordjevitch, the obelisk was built over four days by first- and second-year students as part of orientation. To achieve a marble look, the plywood and wood framing was painted muted pink with grey and black splatters; the top was covered with gold leaf (look if you looked closely). The obelisk remained for a few days following a ribbon-cutting ceremony by UC principal Peter Richardson, and was then taken away. It will appear again, to brighten the snow in front of Hart House in January, to publicize the students' Beaux Arts Ball.



STEVE BEHAI

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Governing Council

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century despite the wishes of the present regime."

Teaching staff representative Dorothy Smith characterized this view as "an idle dream". Companies operating in South Africa pay taxes to the regime, and participate in a system that treats whites preferentially in matters of health, education and freedom of movement.

"The profits of these companies," she continued, "derive in part from conditions created by political oppression. U of T, therefore, insofar as it derives income from these profits, indirectly supports this political oppression."

Currey then asked Connell to describe the code of conduct alluded to in his amendment. Connell, pensive and silent up until this point, referred the question to business affairs vice-president Alec Pathy, who summarized a 1978 statement by the Department of External Affairs calling for desegregation, improved medical benefits, training for nonwhites, and other improvements possible "within the limits of South African law." He also reviewed a July statement by external affairs minister Joe Clark announcing the appointment of an independent administrator to oversee compliance with the code.

Graduate student representative Cathy Laurier then confronted Connell with a series of questions regarding the University's practical use of the code. Would companies that do not report be subject to divestment?

If the University had a holding in a company that had not reported, Connell responded, "that might lead to an exchange of correspondence". If the University was not then satisfied, action would follow.

Of the 10 banks or companies in the U of T portfolio with South African investments, countered Laurier, only one, Alcan Aluminum, has in fact reported on its conduct. Would the president be willing to divest the other companies? If the amendment and motion are carried, replied Connell, they would affect all companies that remain in non-compliance.

"How much time would we give them?" pressed Laurier. "Would we be writing back and forth for two years?"

"I shouldn't think so," replied Connell.

Laurier then argued the banks named in the amendment do not fall under federal guidelines, as they are not employers. To this Balfour responded that very recent guidelines stipulated no new loans to South Africa. This was a voluntary guideline,

countered Laurier, who then asked Connell whether banks that did not openly declare a no-loans policy would be subject to divestment. The wording of the motion, said Connell, offers latitude for interpretation, which will be the task of Council.

"Well then," insisted Laurier, "as mover of the amendment, perhaps you could discuss your intentions. Will we divest from banks which have not made statements?"

"My understanding of the position of all that they are making no new loans to South Africa," said Connell.

Teaching staff representative William Callahan then said: "My question is a very simple one. Under the amendment, is there going to be divestment or not?"

"I think it is clear," responded Connell, "that if any Canadian companies in which we hold shares remain in a state of non-compliance or fail to report, there would be divestment, certainly."

After this exchange, a series of speeches reflecting various points of view kept temperatures high. Callahan noted that the amended motion did not entail any sacrifice from the University, which weakened its moral impact. Could we not contribute concretely to South African progress by using our resources and talents to help people in the area of health or education? Administrative staff member Michael Jackel defined the alternatives before Council as those of making a choice or letting the government make that choice for us. Teaching staff representative Mike Uzumeri said he felt "comfortable" entrusting sanctions to the elected federal government, which, after all, is accountable to every citizen.

Government appointee Margaret McCabe, in the face of boozing and heckling from observers, asked whether the University intends to divest companies with connections to tobacco concerns, in light of overwhelming evidence of the health hazards of smoking. Critics of the amendment are right, she added, in saying codes will not bring about equality for blacks, but neither will U of T divestment.

After some debate over procedure, five non-member speakers representing the Students' Administrative Council, Arts & Science Students' Union, U of T Faculty Association, the U of T Divestment Committee and the Anti-apartheid Coalition, were given three minutes each to address the amendment. All spoke in favour of unconditional divestment. The final

speaker, an African-Canadian, said change in Africa was inevitable and U of T would be wise to choose the right side of history. "Africans will remember," he concluded.

On behalf of UTFA, philosophy professor Fred Wilson read a declaration from the association's executive, which Tuesday evening voted overwhelmingly in favour of advocating a pro-divestment stand. (The U of T Staff Association Board of Representatives also issued such a declaration last week.)

Alumni representative Eric Hardy secured from Connell a commitment to prepare a report on the effect of the amended motion within a few months, should the motion pass. Then returning to the question of other methods of aiding black South Africans, Connell said Vice-Presidents Pathy and David Cameron had been in touch with government officers concerning increased scholarship support for visiting students. "We believe we will shortly recommend that it will be quite feasible for us to offer special bursary support to black South Africans, which is parallel in some respects to the support we already offer refugees from other parts of the world."

This set the stage for a vote on the Connell amendment. Much to the chagrin of the protesters, 32 members voted in favour, while eight members were opposed, and two abstained. Thus amended, the original Johnson motion to divest was approved 32-5-2. Some members opposed to the amendment had by this time already left the chamber.

After the meeting, Johnson, facing camera crews and microphones, voiced pessimism over the likelihood of any divestment resulting from the amended motion. Meanwhile, Connell told reporters that "action would follow analysis very quickly" should any companies be found in a state of non-compliance. Johnson said she had no immediate plans to press the divestment debate further in committees or in Council. "I think to reopen the issue at Council level would take a substantial pressure from the University community," she said.

Johnson said, however, that she would be attempting to mobilize that pressure.

Asked to comment on the discrepancy between Council's decision and the rescissions of UTFA, UTSA and SAC, Connell said: "What impressed me was that there was a responsible debate by Council." The president also referred to a speech in which the 18th-century British statesman and theorist Edmund Burke pointed out the responsibility of a parliamentarian to consult and heed his constituents, but in the end to exercise individual judgement in the best interest of the nation. "I think many of the Governing Councillors," he concluded, "believed they acted in conformity with Burke's principle."

Other matters were also dealt with by Council at the meeting. Government appointee Mary Kent successfully moved that the theatre in the new Koffler Student Services Centre be named The Robert Gill Theatre, in memory of the director of Hart House Theatre from 1947 to 1966. Kent had been the winner of a draw for thousand-dollar-donors to name the theatre. Smoking is now history at both committee and Council meetings, thanks to a motion by Joan Randall. And Frank Iacobucci, who will soon assume the post of Canada's deputy minister of justice, was applauded by Council for his contribution to the University.

Earlier Iacobucci was called on by Connell to respond to a member's question concerning "carry-forwards" in divisional budgets, which last year amounted to \$8.2 million. The figure was high this year, said Iacobucci, because of the delayed implementation of wage increases and computer costs. Connell added that the carry-forward policy rewards sound management and discourages last-minute spending by divisions hoping to get full value from their budgets.

The president's message concerned the "economic and political environment" for universities, which are faced with governments which have not fully declared their education policies. Action is still pending on the Bovey Commission report, the Johnson Report to the secretary of state, the five-year plans of two of three research councils, and most recently, the Macdonald Commission report.

"There is no question that the opportunity for fundamental change at both the provincial and federal levels is unparalleled," said Connell, who went on to say he and other administrators would be lobbying governments on general university concerns rather than the particular interests of U of T.

During question period, in response to alumnus Paul Cadario, Connell said the electrical engineering students who had arranged an April fool's day stunt in the form of a striptease show at a regularly scheduled class had since submitted an apology to engineering dean Gordon Slemmon. Slemmon still has the matter under discussion, reported Connell, and has advised the provost that appropriate action will be formulated.

Dorothy Smith presented a notice of motion to Council calling for the prohibition at the University of SDI (Star Wars) research that might be subject to "retroactive classification".

Other motions approved at the Sept. 19 meeting were:

- the naming of the new University animal facility at Sunnybrook Hospital the L.R. Christensen Centre
- new terms of reference for the Committee on Honorary Degrees, including the reduction of the committee from 18 to 15 members
- the striking of a four-member subcommittee of the Executive Committee to advise on external appointments

Wage dispute settled after strike

A week-long strike at Laurentian University ended Sept. 13, after full-time faculty had voted by 67 percent to accept a new two-year contract.

The agreement increases salaries annually by the cost of living (four percent in 1985-86) for everyone and by a further 2.65 percent for progress through the ranks. An additional one percent raise takes effect halfway through each contract year.

Wages were the main issue in the dispute, which cancelled classes for some 6,000 full- and part-time students. The 250 professors and librarians were seeking parity with academic staff at other universities in

the province. While the faculty union claimed that its members were underpaid by about \$6,800 a year, the university maintained that wages at Laurentian were "significantly higher" than the average at the four Ontario universities of comparable size — Brock, Wilfrid Laurier, Lakehead and Trent.

This was the first strike by faculty at the Sudbury institution. Talks, which broke off on the eve of the strike, resumed two days later. Another two days of round-the-clock negotiations led to a tentative agreement, which was accepted on Sept. 13.

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Editor: Norma Vale
Associate Editor: Judith Knelman
Writer: Arthur Kapitnis
Copy Editor: Margaret MacAulay
Production Coordinator: Chris Johnson
Layout and Typesetting: Sandra Sarner
Editorial Assistant: Catherine Armstrong
Photography: Steve Behal
Advertising: Marion de Courcy-Ireland
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UTSA survey reveals concern for air quality

A University of Toronto Staff Association survey conducted last year has identified air quality as a concern of nearly half the people who responded. Of a possible 1,650, there were 625 surveys turned in.

"We had no idea before we did the survey that there were so many problems with air quality," said David Askew, UTSA president. About 47 percent of the respondents, who work in 60 different buildings, complained of a lack of fresh air, problems with air conditioning and heating systems, cigarette smoke, dust,

chemicals and other contaminants. Their symptoms were mainly headaches, dizziness, aggravation of allergies and drowsiness.

Complaints were more numerous among those working in the Erindale South Building, the Robarts Library, the Medical Sciences Building, Sidney Smith Hall, the Faculty of Dentistry and 215 Huron St.

In last spring's salary and benefits discussions, UTSA asked for an investigation of air quality in specific locations. As a result, representatives of the association and the Office of

Occupational Health & Safety are meeting to try to find ways of improving air quality in U of T buildings.

Chris McNeill, manager of the Office of Occupational Health & Safety, says he is not convinced that the problem of air quality is as severe as the survey would suggest. In some buildings where there were several complaints, they would not necessarily be about the same conditions. As well as a lack of fresh air, different people might be bothered by temperature, smoke, chemicals or dust. He has asked UTSA for a breakdown of the responses.

However, attention has been focussed on Erindale South, Sidney Smith Hall, and 215 Huron St. Investigations and reports on these buildings are not yet complete.

The survey also asked questions about such other aspects of working conditions as salary and benefits, workload, promotional opportunities and retraining. About 55 percent of the respondents felt that their workload had increased significantly over the previous two years, and 75 percent said they had received no compensation for taking on new work.

About 36 percent were seeking pro-

motions and another 16 percent lateral transfers, but most reported feeling discouraged, since few suitable job openings were posted, and even when suitable openings did come up they felt they had little hope of being hired.

UTSA was dismayed to find that many staff members believe that employees released for fiscal reasons are actually less desirable workers than those retained and should not be relocated to other departments. The association's position is that the release of staff policy is not the tool to be used for the dismissal of incompetent staff.

Most of the respondents supported UTSA's proposal to the administration, submitted in negotiations last year, that staff members to be released for fiscal reasons be offered re-training or, if no parallel position is available, a lower position at the same salary, but a substantial minority objected. Some were concerned that the proposed relocation policy might make it even harder for internal job applicants.

1985 United Way features run and prizes

The 1985 United Way campaign at the University of Toronto kicks off Sept. 24 and continues until Oct. 31. The University's goals are to achieve a participation rate of 30 percent, from 24.7 percent in 1984, and to raise \$310,000 in contributions. Last year, donations totalled \$289,000.

New to the University's campaign is the involvement of the Students' Administrative Council, which is organizing a 10 km. run for Oct. 6. Teams of five runners will compete in relay format and for a variety of prizes. Entry forms for student and faculty/staff teams will be available from United Way divisional coordinators and through student council offices. The entry fee of \$15 goes to the United Way.

"Mystery" prizes are also a part of

the staff campaign this year. Within different categories based on divisional size, groups will be eligible for recognition for most donors and largest amount donated. Groups most improved in each of these general areas will also qualify for additional prizes.

Heading the U of T campaign are John W. Browne, principal of Innis College, and Lee MacLaren, director of private funding. Geraldine Barnard will assist the campaign as administrative coordinator. She is on campus Monday, Wednesday and Friday and may be telephoned at 978-2106. Through the United Way's loaned representative program, Eric Eamon of the YMCA will provide assistance to divisional coordinators.

Faculty renewal, capital funding top list for discussion at OCUA hearing

U of T representatives will appear before the Ontario Council on University Affairs (OCUA) Oct. 4 in the 1985 fall hearings. President George Connell, Vice-President (Institutional Relations) David Cameron and Assistant Vice-President (Planning) and Registrar Dan Lang will represent the University at the hearing, which takes place from 11 a.m. to 12:30 p.m. at the Ontario Institute for Studies in Education.

The advisory body has asked the executive heads of Ontario's universities to comment on a possible faculty renewal program, changes in capital funding, future enrolment pressures and trends in student computing costs. "Faculty renewal and capital funding are problems very clearly identified by the Bovey Commission," said Marnie Paikin, chairman of OCUA. "The problems remain, so we are trying to clarify them and see if we can propose solutions. Our role is to identify problems and propose solutions to the government."

U of T has submitted an informal brief to the council reiterating positions taken in its brief to the Bovey

Commission and its response to the commission's recommendations. The University would prefer support for renewal that was not based on a formula, but has calculated that if the formula put forward by the Bovey Commission — a two percent turnover — were used, the following departments and faculties would qualify: aerospace studies, Scarborough College (all disciplines), Erindale College (all disciplines), astronomy, behavioural science, biomedical engineering, botany, east Asian studies, industrial engineering, law, linguistics, mechanical engineering, music, near eastern studies, political science, psychiatry, psychology, sociology, Spanish and Portuguese, speech pathology and zoology.

U of T has asked for more capital funding and elimination of the distinction between renovations and alterations. Under the present arrangement, alteration projects, regardless of how high a priority they are assigned by a university, are rarely approved for funding by the Ministry of Colleges & Universities.



Test flight

Tom Siddon, minister of state for science and technology, tests U of T's new \$1 million flight simulator during its opening at the aerospace institute Sept. 20. The simulator, managed by Professor L.D. Reid, is one of only two in the world offering very high level optical fidelity and an interior containing both a jet transport cockpit and a workstation which can be modified to represent a wide range of vehicles. Research at U of T will improve the effectiveness of simulators used by airlines.

Notebook

Victoria and St. Michael's Colleges have decided not merely to mend fences but to remove them. The fence that separates the two colleges has been taken down, and the shrubbery will be cut away as well. In their place, paths will be put down. Vic is even going to have garbage bins built, says Principal Alexandra Johnston, "so we don't put our garbage on their front lawn", as has been the case.

The neighbourliness is the result of discussions between the two presidents, James McConica and G.S. French, and the principals, Johnston and William Dunphy. They're now working on common arrangements for security and hope to integrate the landscape of the two campuses along St. Mary Street.



Birth announcement: The *Bulletin* has a new sister publication, *Columns*, a magazine designed to show government, business and industry how the work of academics not only touches but shapes their world. Edited by Marvi Ricker, associate director of communications (public and community relations), the magazine is to come out four times a year, beginning with Fall 1985.



If you noticed the digging going on at the parking lot at Bancroft and Huron, you may have wondered whether the Natural Resources

Centre was going to be placed on top of a gold mine or an oil well. Not if Professor William Hurley of the Department of Anthropology can help it. Having realized too late that the bulldozers laying the foundation for the Athletic Centre were bringing up interesting artifacts in pieces, he arranged for a permit to explore the territory under the Natural Resources Centre before construction begins. He's looking for clues to residential patterns and remnants of individual households, especially that of Sir Adam Wilson, the first elected mayor of Toronto. A volunteer crew of 40 anthropology students is carrying out the dig.



It won't be easy to fill Frank Iacobucci's place as provost when he leaves next month to become deputy minister of justice, but someone is going to move right into his parking spot. Among the prizes — mostly pizza dinners for two and blue jeans — to be given to competitors in the SAC-sponsored relay for the United Way Oct. 6, is the provost's parking space in the Simcoe Hall lot. The winner will be able to park his or her car in the choice location until Oct. 19.

President George Connell will lead off the 10-km. race at 1 p.m. in front of Simcoe Hall with a few words and a token run. (He already has a parking spot in the lot.) The event is open to faculty and staff as well as students (see story, page 3).

Presidential advisory committee on selection of provost

President George Connell has appointed a special advisory committee to assist him in the selection of a candidate for appointment to the position of vice-president and provost.

The members of the committee are: D.J. Abrahams, president, Association of Part-time Undergraduate Students; P.W. Fox, principal, Erindale College; Rivi Franklin, director, Career Centre; J.E. Grusec, chairman, Division of Life

Sciences, Scarborough College; D.M. Hellebust, member, Governing Council; A.C. Pathy, vice-president, business affairs; W.L. Rolph, professor, Department of Spanish & Portuguese; G.R. Slemon, dean, Faculty of Applied Science & Engineering; A.R. Ten Cate, dean, Faculty of Dentistry; and C.C. Yip, professor, Banting & Best Department of Medical Research.

First floor bargains...

André Simon's *Wines of the World* Second edition, by Serena Sulcliffe, cloth, \$47.25. \$24.30

Governing Metropolitan Toronto: A Social and Political Analysis, 1953-1971, by Albert Rose, cloth, \$44.55. \$2.70

Lester Pearson and the American Dilemma, by Peter Stursberg, cloth, \$19.95. \$3.99

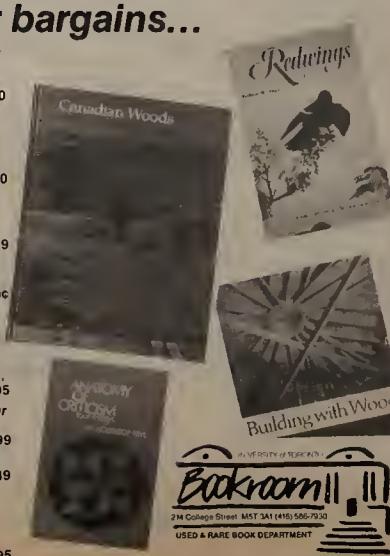
Roots of a Revolution, by Ndabani Sithole, cloth \$12.75. 99¢

Building with Wood: and other aspects of nineteenth-century building in central Canada, by John I. Rempel, paper \$19.95. \$9.95

Anatomy of Criticism, four essays, by Northrop Frye, paper \$10.75. \$3.99

Redwings, by Robert W. Nero, paper, \$14.65. \$3.49

Canadian Woods, their properties and uses, by E.J. Mullins and T.S. McKnight, cloth \$27.50. \$14.95



Macdonald Commission report

Continued from page 1

most, between eight and nine percent of their current entitlement. Ontario would gain about five percent.

According to the commission, its plan would also encourage "greater flexibility and excellence" and make institutions more sensitive to enrolment.

While the commission counselled the government against using variable grants to direct students into specific programs, it suggested higher vouchers for graduate students because of their "disproportionately large contribution to our national economic and cultural development." It said that vouchers for graduate studies worth \$7,000 in 1985-86, compared to \$1,500 for undergraduates, would heighten inter-university competition, and, as long as standards were maintained and graduate enrolments restricted, encourage the development of centres of excellence. Tuition should be based on the demand for a program and on its cost, said the commission. This would lead to generally higher fees and a greater variation across programs and among institutions. It would also help create "a much more heterogeneous post-secondary system".

Both "low-cost no-frills" universities and world-class, research-intensive institutions are "entirely appropriate and desirable, since both serve a real social need," it said.

Any increase in the average cost to students would be "desirable" because present tuition levels are artificially low, said the commission. But to ensure that qualified low-income students are not barred from university, it proposed either higher limits under existing student loan plans or a new scheme, similar to the Bovey Commission's, that would base base repayment on a student's income after graduation.

It added that employers, as "direct beneficiaries of post-secondary education," should be expected to "bear directly somewhat more of the cost" but didn't explain how that might be achieved.

According to William Sayers, communications director for the Council of Ontario Universities, vouchers would make planning almost impossible for universities. "A university wouldn't know how much money to expect until students turned up to register," he said.

But U of T vice-president of research David Nowlan, who studied voucher systems for the Bovey Commission, says vouchers could work if coupled with direct federal subsidies of centres and programs of national importance. Otherwise, he said, there's a danger that universities will favour low-cost programs and drift into mediocrity "because excellence costs money".

Sayers worries that tuitions would rise far more than the value of the voucher because provincial governments would continue to fail to meet their financing obligations. "In Ontario, of every dollar reaching universities in operating funding, 90 cents is traceable to federal EPF arrangements," he said. "If those 90 cents showed up in the form of a 15-cent student voucher, tuitions would have to go much, much higher and vouchers wouldn't go very far to cover them."

The prospect of skyrocketing fees also concerns students. Even with a Bovey-inspired loan scheme, students from poorer families would be discouraged from attending university, said Anne-Marie Turcotte, a researcher with the Canadian Federation of Students. She added that the high fee differential among programs would force those low-income students

who make it to university into cheaper arts programs, leaving high-cost programs like medicine to wealthier students. Students will only be hurt by a system that squeezes them between the interests of the two levels of government, she said.

David Cameron, who left his responsibilities for higher education with the Department of the Secretary of State to become U of T's new vice-president for institutional relations in August, is concerned that a voucher system as proposed by the Macdonald Commission has never really been tried. "My gut reaction is that it would not improve the quality of education," he said.

Cameron would prefer reforms along the lines of those recommended in the recent Johnson report. "The present arrangements don't serve the interests of higher education, and there's no question that reform is required. The question is whether this is the right kind of reform," he said of the Macdonald recommendations.

They're politically unfeasible, said Don Savage, executive director of the Canadian Association of University Teachers. He said that "the 11 governments are more likely to agree to reform the existing system than to a major restructuring that will divert money from one part of the country to another."

In its report, the commission also called for increased research grants to cover overhead costs now absorbed by universities and a registered educational leave savings plan that would provide tax incentives for people to save for a return to formal schooling, much in the same way they could once save for a home with a RHOSP.

Other recommendations that might affect higher education include trimming the federal deficit by \$10 billion by 1990-91, which could lead to more cuts in research spending, and shelving any extension of equal pay for work of equal value pending further study of its costs and benefits. The commission also criticized Canadian social scientists for their insularity and their "distinctly limited" ability to compare Canadian situations and policies with those of other countries.

Even if this is a reaction against the American domination of Canadian social science during the 60s and 70s, it's no longer acceptable, it said. "Canadian scholars and institutions should be encouraged and supported in pursuing interdisciplinary research and in conducting investigations which will extend our nation's horizons beyond our own borders." The commission reserved its harshest words for a general attack on the university system. It blamed faculty unions, a tendency to draw administrators from within institutions, an "aging and tenured faculty," uncertainty among universities about their role in society and a "somewhat defensive attitude toward the *status quo*" for many of the ills afflicting higher education.

And it said universities were more concerned with underfunding than how the money they want might be spent innovatively to solve their "very real problems" and with how higher education could help Canadians adjust to a changing world. "We were disappointed not to hear more creative ideas about its own future from a sector which must be at the creative forefront of society," it said.

But the CAUT's Don Savage accused the commission of an equal lack of creativity in applying tired economic theories to higher education. It also failed to discuss research and development in its 2,000-page report, "a curious omission," he said.

Star Wars money comes with ethical problems

by Mark Gerson

The University of Toronto could face some tough decisions in the wake of the Mulroney government's decision on Star Wars. While the federal government will not participate directly in the development of the US Strategic Defence Initiative (SDI), universities and private industry have been given the go-ahead to compete for research contracts.

Much of the research on space-based anti-missile defences is classified, making it out of bounds for major Canadian research institutions like the University of Toronto, which won't accept research on contract unless at least some of the results can be published. U of T faculty could

compete for the unclassified research available under the Star Wars program, but there is some question whether the University should sign SDI contracts that allow findings to be declared secret once the work has been completed.

Terry Cardner says no. "There have been documented cases where the SDI people have compromised academic freedom by classifying research results after the fact," said the math professor and member of the U of T Committee Against SDI Research. While he wouldn't try to prevent his colleagues from doing Star Wars research — "that would also be a breach of academic freedom" — he wants to ensure that the University

research policy protects academic freedom in such cases. According to David Nowlan, vice-president (research), the existing policy forbidding classified research didn't envisage this kind of situation. He's also not certain if all Star Wars contracts carry that provision. If an SDI contract came to Nowlan, who generally signs all research contracts on Governing Council's behalf, "I would think pretty heavily and consult pretty widely before signing," he said.

Even if the University of Toronto refuses Star Wars research, Ursula Franklin is worried that the financial temptation will be too much for some other institutions. "This is a hungry community," said the University Professor of mining and metallurgy and member of the U of T's anti-SDI committee. "All universities will be tempted by the money, wherever it comes from. And at the moment this is the biggest source of money available."

Given the nation-wide opposition to Star Wars by academics on both moral and technical grounds, the issue may never arise. Anti-SDI petitions were presented to Parliament last spring from faculty at the U of T and from a number of Canadian universities, including McMaster, where president Alvin Lee joined 650 faculty, staff and graduate students opposed to the scheme. And some 750 science and engineering faculty from across the country signed a national petition that described Star Wars as "an escalation of the arms race" and a violation of the 1972 anti-ballistic missile treaty.

between the United States and the Soviet Union.

The Canadian Association of University Teachers also condemned the proposal at its annual meeting in May, and other academics urged the government to abstain from SDI research during parliamentary hearings on the subject conducted across the country over the summer.

That kind of opposition helped convince the federal government to stay out of the Star Wars program, a decision seen as a mixed blessing by SDI opponents in the academic world. They're pleased that there will be no government involvement, but are disappointed by the prime minister's statement that only "a naive six-year-old" would fail to appreciate the importance of American research in the area.

Western vice-president new MCU deputy minister

Alan Adlington, the University of Western Ontario's vice-president, administration since 1970, will take over as Ontario deputy minister of colleges and universities Oct. 1.

Adlington served for 10 months as acting president of Western before the appointment of George Pederson to succeed George Connell as president.

Born in Newport, Eng. in 1925, Adlington served in the Royal Canadian Navy from 1941 to 1945. He graduated from Western in 1950 with a BA in honours economics and

political science. He served as chief financial and administrative officer at the University of Waterloo from 1955 until his appointment in 1970 at Western.

He has chaired the Committee on Operating Grants for the Council of Ontario Universities and has served on numerous provincial committees including the Committee of Finance Officers, Universities of Ontario and the board of directors, the Canadian Association of University Business Officers.

Tougher sentence for book theft 'a step forward'

George Elia, 48, the former continuing studies student who was convicted last month of stealing over \$10,000 worth of books from U of T and other libraries, has been given a sentence that includes seven days in jail, three years' probation, 300 hours of community service, and over \$3,000 in restitution payments to U of T, Victoria University (including Victoria and Emmanuel Colleges), and St. Michael's College.

The restitution payments, which must be made in monthly installments of not less than \$100, are for books not recovered after police confronted Elia at his apartment earlier in the summer.

"In the past we haven't been so

lucky," said Robert Brandeis, chief librarian of Victoria University, who first approached the police concerning Elia. "The courts have been lenient in the past. This is really a step forward."

Earlier efforts to convict library thieves have resulted in suspended sentences and warnings.

Brandeis, present for the Elia trial and sentencing, said that Judge R.B. Dnieper viewed Elia's crime as serious because public resources were involved. A further aggravation was the fact that other borrowers were denied access to the books Elia had stolen, causing "incalculable harm" to studies and research.

Semaine Francophone '85

The future role of French at U of T and current French-language opportunities are the subjects of an Information Day to be held Sept. 27 as part of the University's contribution to La Semaine Francophone '85, being held in Toronto this week.

The day begins at 10:15 a.m. in the auditorium of the Medical Sciences Building with a plenary session, in French, on new directions for French at U of T, with participants President George Connell, Frederick Case, chairman of the French department, Brian Merrilees, the president's special adviser on bilingualism, and Anne-Marie

Couffin, vice-chairman of le Comité Français at Toronto City Hall. A bilingual panel discussion on "Bilingualism at U of T: perspectives from the community", follows. After the panel discussion, workshops will look at study, research and career opportunities.

In the afternoon, an award-winning film from Martinique, *Rue Cases-nègres* will be screened.

For more details on Information Day, see the Events listing or telephone Francophone Week organizers Professor David Clandfield (978-5072) or Beata FitzPatrick (978-4578).

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Non-Prime Time hours are easier to explain by giving the prime time definition. Prime time is Monday through Friday, from 6:00 a.m. to 7:00 p.m., excluding holidays. During non-prime time, the connect charges for TSO, WYLBUR, APL, and GP UNIX are reduced by 33 percent. For APL and GP UNIX, the CPU charges are also reduced by 33 percent.

Class A jobs (jobs that require less than 5 CPU minutes and print less than 15,000 lines) can also realize reduced charges. Charges for Class A jobs submitted for execution between midnight and 6 p.m. Monday through Friday; midnight and 10 a.m. and 6 p.m. and midnight on Saturday and Sunday, and all day on holidays are discounted 33 percent.

Details on these and other cost saving techniques can be learned by calling 978-HELP

Is This Another Article For UTCS Short Courses?

It certainly is! Short courses are an effective way of learning how to use the more popular systems and software packages available on UTCS systems. They're certainly more fun than reading a manual. Because the courses are hands-on, you retain more of what you learn. And when you do have problems, the course instructor can answer your questions immediately. Not only that, you can meet some interesting people from other departments. For the nominal course fee, you definitely get more than your money's worth. Coming up:

Fort/CMS 101 — Fortran under CMS

For those users with a working knowledge of FORTRAN, this course offers the following topics: editing and managing CMS files, communicating electronically with local and international users; writing command scripts (EXEC5); compiling, executing, and debugging FORTRAN programs in the CMS environment; FORTRAN Interactive Debug (IAD). Oct. 7-11, 1:30-4:30 p.m. (fee — \$10)

Other courses available through UTCS are: JCL 101 — IBM Job Control Language for Beginners; SAS 101 — Introduction to SAS; SAS201 — Intermediate SAS; SAS/CMS101 — Introduction to SAS under CMS; SAS/GRA101 — Introductory SAS/GRAPH; TXT/CMS101 — XEDIT and SCRIBE for CMS; TXT/SCR102 — SCRIBE Formatter; TXT/SCR202 — Special SCRIBE Topics; TXT/UNIX101 — ed and SCRIBE on GP UNIX; TXT/UNIX103 — nrofl/troll on GP UNIX; TXT/UNIX203 — ibi Program on GP UNIX.

While these courses are not presently being offered, waiting lists are maintained. For additional information or to register for a course, contact Irene Rosecki, 978-4565.

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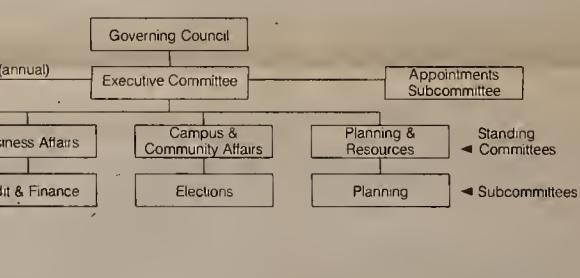
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Books by
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Books

September

Peasant, Lord, and Merchant: Rural Society in Three Quebec Parishes, 1740-1840, Allan Greer (U of T Press; 320 pages; \$35 cloth, \$15 paper). In his detailed study of early French-Canadian rural life, Greer challenges a number of long-standing myths about the peasant family, seigneurial tenure, and the Lower Canadian "agricultural crisis".

Milestones II: The Music and Times of Miles Davis since 1960, Jack Chambers (U of T Press; 448 pages; \$24.95). The second volume of this biography traces the career of the enigmatic musician through 25 years of growth, controversy, retirement and comeback. Chambers provides insight into the development of contemporary jazz and the artists who create it.

A Path Not Strewn With Roses: 100 Years of Women at U of T, Anne Rochon Ford (Women's Centenary Committee, U of T; 96 pages; \$6.95; paper). A history of the first 100 years of women on campus, written for the centenary celebration in 1984-85. This account of the people and events contains more than 90 illustrations. Proceeds will go to the Women's Centenary Fund established to endow scholarships, a lecture series and library resources.

August

Emile Zola dans la presse parisienne 1882-1902, Dolores A. Signori and Dorothy E. Speirs (Research Program on Zola and Naturalism; 76 pages; \$11; paper). According to his journalist contemporaries, Zola was, in 1895, the most interviewed figure in France, offering opinions on contemporary issues and authors, the directions of modern literature, and his own current and future work. This bibliography inventories Zola's contributions to the Paris press during the last two decades of his life: more than 350 declarations and interviews, serialized novels, prefaces, short stories and articles.



Jazz trumpeter Miles Davis with actress Cicely Tyson, whom he married in 1981. From *Milestones II: The Music and Times of Miles Davis since 1960*.

Planning Your Retirement: The Complete Canadian Self-Help Guide, Blossom T. Wigdor (Grosvenor House Press Inc.; 208 pages; \$9.95; paper). A practical guide to all aspects of retirement, with questionnaires, checklists and strategies to help deal with them. Chapters range from the psycho-social aspects of retirement, changes in lifestyle, leisure activities and housing, through health and medical care to financial and estate planning.

Ethics and Human Action in Early Stoicism, Brad Inwood (Oxford University Press; 350 pages; \$39.95). The early Stoic theory of the psychology of human action is discussed in relation to Aristotelian, Epicurean and Platonic theories and to some modern analyses. The concept of human nature, the Stoic definition of man as a rational animal and those characteristics that make humans different from other animals are examined. The application of theory of action to early Stoic ethics is discussed, with particular emphasis on the Stoic doctrine of passions *pathos*. Effort has been made to attend to the broader philosophical significance of the Stoic theory.

Catching Up

June

Salighed as Happiness? Kierkegaard on the Concept Salighed, Abraham H. Khan (Wilfrid Laurier University Press; 152 pages; \$18.50). An exposition of Kierkegaard's concept *Salighed*, and the dialectical starting point for his reflections on living a genuinely human life. Khan believes that Kierkegaard studies to date appear to have underestimated the importance of the word and the concepts that lie behind it, perhaps because the word is translated into the English forms of "eternal happiness" or "blessedness". This, he suggests, does little justice to the ideas behind the word, and to the relationships of the concept of *Salighed* to other concepts crucial to Kierkegaard's thought.

May

Perspectives in Criminal Law: Essays in Honour of John Li J. Edwards, edited by Anthony N. Doob* and Edward L. Greenspan, QC (Canada Law Book; 384 pages; \$53). Fifteen essays explore key issues in the fields of criminal law and criminology. The book also commemorates the founding of the U of T's Centre of Criminology 21 years ago, saluting the efforts of its first director, John Li J. Edwards.

March

Career Patterns in the Ch'ing Dynasty: The Office of Governor-General, Raymond W. Chu* and William G. Saywell (University of Michigan Press; 143 pages; \$15 US cloth, \$8 US paper). A biographical and statistical analysis of the incumbents of the office of Governor-General, the highest provincial post throughout the Ch'ing dynasty (1644-1911) in China. It provides information on the career patterns of these

officials and analyzes factors that affected their career advancement. Through this analysis, the authors attempt to prove that the bureaucracy of later Imperial China was not static, but one that underwent many changes responding to the circumstances of the times. Much attention is also given to the evolution of the office of Governor-General and its primary functions during the final centuries of China's imperial history.

While we have asked publishers to send us information on books by U of T faculty and administrative staff, we would appreciate hearing from members of the University community about their forthcoming books.

U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.



Cover illustration from *Peasant, Lord, and Merchant: Rural Society in Quebec Parishes 1740-1840* by Allan Greer.



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RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Kidney Foundation of Canada

Please be advised that as of Oct. 1 the Kidney Foundation of Canada's new address will be: 4060 St. Catherine St. W., #555, Montreal, Quebec H3Z 2Z3.

Social Sciences & Humanities Research Council

Research Grants Division

The upcoming October 15 deadline will be the last research grants competition to be held under current rules. **No competition will be held in the spring.** Beginning Oct. 15, 1986, annual competitions will involve new conditions and application forms.

This change in council policy is in response to recommendations made by the Special Committee on Research Grants. A copy of the summary of recommendations made in the Crocker report is available from ORA.

Leave Fellowships

The upcoming October 1 deadline marks the final competition for this program. It will be replaced by a form of release-time stipend in the Research Grants Division.

U of T Research Board

New guidelines and application forms for the Humanities & Social Sciences Committee are now available from ORA. A number of significant changes have been made to programs including the following:

1. The research travel grant program (max. \$750) has now been eliminated.
2. Grant-in-aid competitions (max. \$500) will now be held every other month.
3. General research grant competitions (max. \$1,800) will be held three times a year.

4. Conference travel grants (max. \$1,800) may now be awarded for international conferences inside North America.

5. Applicants may now receive one research grant (either a grant-in-aid or a research grant) as well as one conference travel grant in one committee fiscal year.

Upcoming Deadline Dates

American Council of Learned Societies (American citizens and permanent residents only) — travel to international meetings (March - June); **October 1.**

Arthritis Society — research grants, personnel awards; **October 15.**

J.P. Bickell Foundation — research grants: first week of December at the foundation. Internal ORA deadline for applicants from all faculties except medicine, November 15;

applicants from the Faculty of Medicine should contact Rosalind Bugal in the research office of the faculty for their internal deadline.

Canadian Cystic Fibrosis Foundation — research grants, personnel awards; **October 1.**

Canadian Geriatrics Research Society — research grants; **October 1.**

Cancer Research Institute Inc. (US) — fellowships: **October 1.**

J.H. Cummings Foundation — for applicants in the Faculty of Medicine, deadline at the research office of the faculty, **October 15;** deadline for applications at ORA from investigators outside the Faculty of Medicine, **November 1.**

Diabetes Canada — fellowships: **December 1.**

Anna Fuller Fund — fellowships, research grants; **October 1.**

J.S. Guggenheim Foundation — fellowships (contact agency directly); **October 1.**

International Union Against Cancer — fellowships; **October 1.**

Juvenile Diabetes Foundation (US) — personnel awards; **October 1.**

Kidney Foundation of Canada — research grants; **October 15.**

March of Dimes (US) — basic research grants; **October 1.**

Medical Research Council — visiting scientists; **October 1;** special studentships; **November 15.**

Multiple Sclerosis Society of Canada — fellowships, studentships, research grants, career development; **October 1.**

National Cancer Institute of Canada — research and equipment grants; **November 15.**

Ontario Mental Health Foundation — research grants; **September 30;** publication program; **November 29.**

Physicians' Services Inc. Foundation — research grants; **October 21.**

Savoy Foundation — research grants; **November 1.**

Secretary of State — Bora Laskin fellowships; **October 1.**

Conn Smythe Research Foundation — fellowships, project grants, research training grants; **October 15.**

SSHRC — Research Grants Division — standard research grants; **October 15;** Research Communications Division — aid to occasional

scholarly conferences in Canada (March-June); **October 30.**

International Relations Division — aid to international secretariats in Canada, grants to lecture abroad, grants for international collaborative research (consultations or joint international seminars), bilateral

exchange programs (with France, Japan, Hungary, China or the USSR); **October 1;** travel grants for international conferences (February-May); **November 1** (please note change); Fellowships Division — leave fellowships; **October 1;** doctoral completion

fellowships in management studies; **November 15** (renewals: **January 15**); Strategic Grants Division, development of management research — research initiatives; **November 15.**

U of T — Connaught senior fellowships in the humanities and social sciences; **October 1.**

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Monday, September 30
Theodore W. Goossen, Department of East Asian Studies, "The Nature of Shiga Naoya;" Prof. A.V. Liman, Room 111, 63 St. George St., 10 a.m.

Cefin Frank Dowsett, Department of Slavic Languages & Literatures, "The Fictional Worlds of Russian Symbolism: A Typological Study;" Prof. L. Dolezel, Room 111, 63 St. George St., 2 p.m.

Ester Reiter, Department of Sociology, "Out of the Frying Pan and into the Fryer — The Organization of Work in a Fast Food Outlet;" Prof. J.L. Turk, Room 309, 63 St. George St., 2 p.m.

Monday, October 7

Claus Wittramaa, Department of Education, "Relationships between Ego

Development Level and Major Learning;" Prof. R.A. Tough, Round Room, Massey College, 10 a.m.

Ashoka Krishna Sarpanchal Bhat, Department of Electrical Engineering, "High Frequency Link Resonant Converters for DC to Line;" Prof. S.B. Dewan, Room 309, 63 St. George St., 2 p.m.

Tuesday, October 1

John Alexander McLaren, Department of Education,

"Relationships between Ego

Development Level and Major Learning;" Prof. R.A. Tough, Round Room, Massey College, 10 a.m.

Wednesday, October 2

Claudia M. McLaren, Department of Education,

"Relationships between Ego

Development Level and Major Learning;" Prof. R.A. Tough, Round Room, Massey College, 10 a.m.

Thursday, October 3

George Urbanik, Department of History,

"White Eagle, White Knight: The Polish-Lithuanian Dispute,

1918-1920;" Prof. P. Brock, Room 111, 63 St. George St., 9 a.m.

Friday, October 4

Richard Heywood Daly, Department of Anthropology,

"Housing Metaphors — A Study of the Role of the Longhouse in the Persistence of Iroquois

Culture;" Prof. R.B. Lee, Room 111, 63 St. George St., 10 a.m.

Tuesday, October 8

Robert J. Menzies, Department of Sociology,

"Doing Violence: Psychiatric Discretion and the Prediction of Dangerousness;" Prof. R.

Ericson, Room 309, 63 St. George St., 2 p.m.

Wednesday, October 9

Stephen G. Dempster, Department of Near Eastern Studies,

"Linguistic Features of Classical Hebrew Narrative: A Discourse Analysis of Narratives from the Classical Period;" Prof. E.J. Revell, Room 111, 63 St. George St., 2 p.m.

Ralph G. Whiting, Department of Industrial Engineering,

"Quality Monitoring in Manufacturing Systems;" Prof. R. Woodbridge, Room 111, 63 St. George St., 3:30 p.m.

Frances Carmel Khanna, Department of Education, "Vertical and Horizontal Structure in the Cognitive Development of Preschool Children;" Prof. R. Case, Room 301, 63 St. George St., 2 p.m.

Peter William Kujtan, Institute of Medical Science, "The Effect of Phenacyclidine upon the Hippocampal Slice;" Prof. P.L. Carlen, Room 309, 63 St. George St., 2 p.m.

Margaret Anne Ennis Fox, Department of English, "Political and Social Models in Sidney's Revised Arcadia;" Prof. R.I.C. Craizani, Room 309, Massey College, 4 p.m.

Thursday, October 10

Ayrom Eli Steinman, Department of Education, "Effects of the Taped Maternal Voice upon Preterm Infant Preference for Mother, Infant-Mother Interaction, Infant Development and Maternal Perceptions;" Prof. O. Weininger, Room 301, 63 St. George St., 10 a.m.

G-H.S.A. Chang, Department of Community Health, "A Parametric Model for Mortality Analysis;" Prof. J. Hsieh, Room 201, 65 St. George St., 2 p.m.

Maxine Wendy Endman, Department of Psychology, "Perceptual Constancy for Auditory Stimuli in Infancy;" Prof. S.E. Trebil, Room 309, 63 St. George St., 2 p.m.

Tetsutaro Shibahara, Department of Computer Science, "On Using Causal Knowledge to Recognize Vital Signals: A Study of Knowledge-Based Interpretation of Arrhythmias;" Prof. J.K. Tsotsos, Room 301, 63 St. George St., 2 p.m.

Anne Lecomte-Hilmy, Department of French Language & Literature, "La Critique de la peinture impressionniste dans les journaux et les revues d'art, de 1874 à 1886: étude du vocabulaire et du discours;" Prof. R. Wooldridge, Room 111, 63 St. George St., 3:30 p.m.

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Vice-President and Provost

Applications and nominations are invited for candidates for the position of Vice-President and Provost to take office not later than January 1, 1986. Consideration will be given in the first instance only to members of the University's academic staff. Applications and nominations should be forwarded to the President, Dr. G.E. Connell, for receipt not later than October 7, 1985.

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Events

Lectures

Pandora's Box: Communication Measures to Warn Future Generations about Nuclear Waste Sites.

Monday, September 23
Prof. Tom Sebeok, Indiana University. McLuhan Program in Culture & Technology, 39A Queen's Park Crescent, E., 3 p.m.

Socialism Equality and Capitalist Freedom.

Self-Ownership, World-Ownership and Equality. Tuesday, September 24

On the Appropriation of Private Property. Thursday, September 26

Two Concepts of Liberty. Tuesday, October 1

Lessons for Marxists.

Thursday, October 3
Prof. G.A. Cohen, University of Oxford; Jerome S. Simon memorial lectures. West Hall, University College. 4.10 p.m. (Philosophy)

The Northern Defence System.

Wednesday, September 25
Tom Dimoff, Ontario Ministry of Multiculturalism. 179 University College. 5.15 to 7 p.m. (Science for Peace, UC)

The Financial Sources of Health Science Research in Canada.

Thursday, September 26
Dr. Pierre Bois, Medical Research Council. Auditorium, Medical Sciences Building. 4 p.m.

Stalking the Development of Sex Differences.

Thursday, September 26
Prof. Carol Jacklin, University of Southern California; Snider visiting lecturer. Meeting Place, Scarborough College. 4 p.m.

Campi + Pessina + Pizzoli.

Thursday, September 26
Prof. Edouard Hueber, Rensselaer Polytechnic Institute, Room 103, Faculty of Architecture & Landscape Architecture, 230 College St. 6.30 p.m.

International Politics in Disarray: The World Depression and Crisis Diplomacy, 1930-32.

Thursday, September 26
Prof. Gustav Schmidt, Robert Bosch University, visiting professor of German and European studies. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m. (International Studies)

The Organization and Procedures of the Roman Inquisition.

Monday, October 7
Prof. John Tedeschi, University of Wisconsin, Madison. 119 Northrop Frye Hall, Victoria College. 4 p.m. (Reformation & Renaissance Studies)

Hormonal Responses to Exercise.

Monday, October 7
Dr. W. Van Helder, Department of Physiology. 330 Benson Building. 4 p.m. (P&HE)

Tools and Schools of Thought.

Monday, October 7
Miadrag Cvitkovic, Ontario Institute for Studies in Education; Problems in Literacy series. Coach House, 39A Queen's Park Crescent, E., 7.30 p.m. (McLuhan Program)

Fatal Females and Feminists: Women in Victorian Drama.

Monday, September 30
George Rowell, University of Bristol. Theatre, third floor, Koffler Student Services Centre, St. George St. 4.15 p.m. (Drama Centre)

Positron Emission Tomography and EEG Imaging in Schizophrenia, Affective Disorders and Anxiety.

Tuesday, October 1
Prof. Monte S. Buchsbaum, University of California, Irvine. Workman Auditorium, Queen Street Mental Health Centre. 12 noon. (Psychiatry)

Reviewing *No Immediate Danger*, by Rosalie Bertell. Wednesday, October 2
Prof. Arthur Forer, York University. 179 University College. 5.15 to 7 p.m. (Science for Peace, UC)

Washington Spotlight on Canada: Historical Perspectives and Contemporary Views.

Thursday, October 3
Prof. Charles Doran, Johns Hopkins University, 1986 Bissell professor of Canadian-American relations; first in series of four. Canada and the United States: Mutual Vulnerabilities. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m.



Eduardo Campi

Casa Feller, from the exhibition of photographs of the work of architect Mario Campi and his office, Ticino, Switzerland. See Exhibitions for details.

Seminars

Functional Electrical Stimulation of Paralyzed Muscles.

Monday, September 30
Prof. R.M. Glaser, Wright State University. 330 Benson Building. 4 p.m. (P&HE)

Law and Economics Workshop Series.

The Political Demand and Supply of Environmental Regulation.

Wednesday, October 2
Prof. Peter Paschigian, University of Chicago; second in series of 14. Solarium, Falconer Hall, 84 Queen's Park. 12 noon to 1.45 p.m. Copy of paper in advance (includes lunch), series \$30, single \$5. From Verna Percival, Faculty of Law, 978-6767.

Planning & Resources Committee.

Monday, September 23
Council Chamber, Simcoe Hall. 4 p.m.

Committee on Campus & Community Affairs.

Tuesday, October 1
Council Chamber, Simcoe Hall. 4 p.m.

Rehabilitation Medicine and Baycrest Centre for Geriatric Care. Room 105, Department of Rehabilitation Medicine, 256 McCaul St. 12.30 to 2 p.m.

Information: 978-2765. (Occupational Therapy, Gerontology and Queen Elizabeth Hospital)

HART HOUSE

Mark Gurovsky, Piano.

Sunday, September 29

Great Hall, 3 p.m. Free tickets for Hart House members available from hall porter. (GH Music Committee)

ROYAL CONSERVATORY OF MUSIC

Royal Conservatory Orchestra.

Friday, October 4
Conductor Lawrence Leonard, Church of the Redeemer, Bloor and

Governing Council & Committees

Avenue Rd. 8 p.m.

Subscriptions to series of 13 concerts \$75 and \$50, single tickets \$9.50 and \$6.50; students, senior citizens and handicapped, series \$55 and \$35; single tickets \$7 and \$4.50. RCM box office, 978-5470.

Art Gallery Series.

Sunday, October 6
Patrick Li, piano. Walker Court, Art Gallery of Ontario, 3 p.m. (Northern Telecom)

Information on all Conservatory concerts available from publicity office, 978-3771.

Meetings & Conferences

Medical Research Council.

Thursday, September 26
Open discussion with MRC staff, 128 Mining Building. 1 to 3.30 p.m.

The Challenge of Aging: Everybody's Business!

Wednesday, October 2
Panel discussion: technology,

Prof. Geoff Ferrie, West Park Research; ethics, Prof. Abbyam Lynch, Department of Philosophy, St. Michael's College, and coordinator, medical humanities; the consumer, Pearl Langer, CBLT.

Special guest: Prof. Joan Rogers, University of Pittsburg. Moderator: Prof. Max Kleinman, Department of

Traditional Korean House.

Wednesday, September 28
The Ring of Fire: Recent Developments in the Music of New Zealand. Prof. John Rimmer, University of Auckland. Walter Hall. 12.10 p.m.

Information on all events in Edward Johnson Building available from the box office, 978-3774.

Mark Gurovsky, Piano.

Sunday, September 29

Great Hall, 3 p.m. Free tickets for Hart House members available from hall porter.

(GH Music Committee)

Royal Conservatory Orchestra.

Friday, October 4

Conductor Lawrence Leonard, Church of the Redeemer, Bloor and

Information on all Conservatory concerts available from publicity office, 978-3771.

Exhibitions

Robarts Library.

To September 25
A Decade in the Life of a Woman, paintings by Yolande Porter.

October 2 to 28

Photographs, publications, arts and crafts of Polish culture, prepared by Polish Heritage Society of Canada. Main display area.

Council Chamber, Simcoe Hall. 4 p.m.

Thomas Fisher Rare Book Library

To October 4
Botanical illustration.

Hours: Monday-Friday, 9 a.m. to 5 p.m.

Please note new gallery hours.

Faculty of Architecture & Landscape Architecture.

To October 9
Campi + Pessina + Pizzoli.

Galleries, 230 College St.

Gallery hours: Monday-

Friday 9 a.m. to 5 p.m. except Thursday to 8 p.m.

Erindale College.

To October 27
Charlotte Schreiber Retrospective.

Gallery hours: Monday-

Friday, 11 a.m. to 7 p.m.; Saturday-Sunday, 12 noon to 5 p.m.

Please note new gallery hours.

Films

Ancient Arts, Spirit and Culture of Korea.

Monday, September 23
Korean Bamboo Flute, Religions of Korea, Korean Painting, Korean Earthenware and Korean Lacquerware.

Tuesday, September 24
Sokkuram Grotto Shrine (Buddhist monument).

Korean Performing Arts, Korean Ginseng and Korean Craftsmen.

Wednesday, September 25
Koryo Celadon (traditional ceramic style from 11th century), The Bow and Arrow of Korea, Porcelain of the Yi Dynasty and Korean Folk Painting.

Thursday, September 26

A Traditional Korean House, Traditional Korean Wedding, Korean Garments and Samulnori (percussion dance ensembles).

Debates Room, Hart House.

12 noon to 2 p.m.

(East Asian Studies, Public & Community Relations,

Society for Korean & Related Studies and Embassy of Republic of Korea)

North Indian Village.

Wednesday, September 25

Dadi's Family.

Wednesday, October 2

Room 153, level A,

Audiovisual Library,

Sigmund Samuel Library.

12 noon.

(South Asian Studies)

Concerts

FACULTY OF MUSIC
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Thursday Noon Series.

Thursday, September 26
The Ring of Fire: Recent Developments in the Music of New Zealand. Prof. John Rimmer, University of Auckland. Walter Hall. 12.10 p.m.

Information on all events in Edward Johnson Building available from the box office, 978-3774.

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Information on all events in Edward Johnson Building available from the box office, 978-3774.

Miscellany

La Semaine Francophone "Toronto Bonjour".

Friday, September 27

In conjunction with City of Toronto Semaine francophone '85, the role of French on the U of T campus will be discussed.

Plenary session. French at the University of Toronto. President George Connell, Anne-Marie Couffin, City of Toronto, and Prof. Frederick Case, Department of French. 10.15 to 10.45 a.m.

Panel discussion. Bilingualism at the University of Toronto: perspectives from the community. 11 a.m. to 12 noon.

Auditorium, Medical Sciences Building.

Workshops. Medical Sciences Building. 12 noon to 1 p.m.

Information: Prof. David Clapham, 978-5072, or Beata FitzPatrick, 978-4578.

(Special Adviser to the President on Bilingualism,

French, Faculty of Education Career Counselling & Placement Centre, Continuing Studies, Arts & Science and OISE Centre for Franco-Ontarian Studies)

Information tables will be set up in the auditorium lobby.

Medical Sciences Building

from 10 a.m. to 2 p.m.

Information: Prof. David Clapham, 978-5072, or

Beata FitzPatrick, 978-4578.

(Special Adviser to the President on Bilingualism,

French, Faculty of Education Career Counselling & Placement Centre, Continuing Studies, Arts & Science and OISE Centre for Franco-Ontarian Studies)

High Times with High Tech.

Saturday, September 28

Faculty of Applied Science &

Engineering open house.

Laboratory demonstrations,

movies, displays and

lectures.

10 a.m. to 5 p.m.

Information and map for best route: Galbraith Building.

978-4941.

Are we failing French?

by Brian Merrilees



This week the City of Toronto celebrates its annual Semaine Franco- phone and it is an opportune moment to reflect on the place of French in the University community.

One of the great changes that has taken place in Canadian society in the past 20 years is the progress towards bilingualism and the shift in attitude of Anglophone Canadians towards French. Language issues remain highly political, often emotional, sometimes trivial, and if Canada can appear as far as ever from linguistic harmony, the coexistence of two

official languages has become an essential part of what this country is about.

French is clearly established in almost every sector of the federal government's activity and Ottawa itself has taken on a decidedly more bilingual character. Now attention has moved to the provinces and the recent establishment by David Peterson of a task force to examine the future of French-language services in Ontario is a step that could, and I hope will, lead us closer to official bilingualism in Ontario.

The education systems in the country have not, however, always been in step with the national language goals. French has not been in many provinces a requirement at secondary school nor for admission to university, let alone a graduation prerequisite. Colleagues in many departments admit they hesitate to set readings in French for courses, even where those courses deal with Canadian matters. Our shortcomings are well enough known.

Yet there is much that is positive to be noted, none more so than the development of immersion French in our school systems. Since the St. Lambert experiments of the late 60s, school boards across the country have, with varying degrees of enthusiasm, entered a new age in language teaching. Other programs followed and parents and students have now a jargonful of options for French, "core", "enriched", "extended", "immersion", not to mention what is available in French-language schools.

Now the first of the immersion graduates are reaching our campuses and they, and their parents, are asking what universities are doing or going to do for them. It is clearly not satisfactory to most of them to suggest going to a French-language university, though many will. They come to Anglophone universities for various reasons, usually the programs offered, and they want to keep their French going and to improve it. Some will take courses in the French department, which is opening its range of offerings to more than just language and literature; some will take specially designed French courses, such as the one set up at Trinity College for the international relations program; others will want courses, or sections of courses, in French. The philosophy department at the University of Toronto is showing this can be done and I expect that, as numbers grow, other departments will follow suit. If there are 10 tutorials in English for a course in Canadian history, why not have one in French? If our Faculty of Applied Science & Engineering can offer a humanities option in French, then surely humanities and social science departments can do as much.

But this is only one way in which the University could respond to needs of students seeking more opportunities in French, for it is not only immersion students but Francophones and others who have become bilingual in French that we must consider. If we aspire to being a truly national university, then

we must set goals that make French a naturally accepted part of our institution. Could we not envision French as what I shall call a "supplementary official language", an optional but acceptable other language of communication within the University? This would mean initially small but important changes such as allowing students to submit written work in French, identifying more of those who can teach, counsel and otherwise help students in French (and we already know of many), conducting some of our communications in French, expecting, even requiring, of students that French must be part of their academic baggage if they want to take a full part in Canadian life. Of course such changes may not come about quickly, but they are not beyond reach even now.

This Friday a number of Franco- phone, immersion/extended and regular core French students and their teachers will be coming to the Medical Sciences Building to discuss their expectations for French at the University of Toronto. Some of their hopes will be high and I know, as well as anyone, that our resources cannot match all their aspirations. Yet I know too that in very many ways the U of T can work towards giving French a recognized, and more comfortable, place on campus.

Perhaps we shall soon hear the Governing Council being addressed in French. And perhaps my next piece to the *Bulletin* will be in French. Et pour quoi pas?

Brian Merrilees is a professor of French and special adviser to the president on bilingualism. He is also vice-provost, arts and science.

Problems in Literacy Seminar Series, 1985-86

Continuing a tradition begun in the academic year, 1984-85, the McLuhan Program in Culture and Technology announces a series of monthly seminars devoted to an analysis of the historical, linguistic, psychological, political and educational dimensions of literacy to which members of the University, professional educators, and the public are cordially invited.

Tools and schools of thought. Miodrag Cvjetkovic, Department of History and Philosophy, Ontario Institute for Studies in Education, Monday, OCTOBER 7.

Alphabetic literacy and the Western mind. Derrick de Kerckhove, McLuhan Program, University of Toronto, Monday, NOVEMBER 4.

Oriental writing systems and reading. Insup Taylor, Life Sciences, Scarborough College, University of Toronto, Monday, DECEMBER 2.

Literacy and intellect. Ian Winchester, Department of History and Philosophy, OISE, Monday, JANUARY 6.

Adult illiteracy. Guy Ewing, McLuhan Program, University of Toronto, Monday, FEBRUARY 3.

The psychology of Cree and Ojibway syllabic literacy. John Berry and Ann Bennett, Department of Psychology, Queen's University, Monday, MARCH 3.

Computer literacy. Ivan Kalmar, Department of Anthropology, University of Toronto, Monday, APRIL 7.

Writing and memory. Suzanne Hidi, Applied Cognitive Science, OISE, Monday, MAY 5.

Scientific literacy. Arthur Stinner, Leaside High School, Monday, JUNE 2.

All seminars at 7:30 p.m. at the Coach House, 39A Queen's Park Crescent East.



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Letters

Manoeuvring on divestment hypocritical

Those members of the University community who have been away for the summer may not realize how hypocritical President Connell has been on the question of divestment from apartheid.

President Connell argued against divestment in any form in a lengthy letter to the *Bulletin* (Aug. 19). His letter draws a distinction between "political engagement" and "moral judgement" and then states "I do not believe that the University as an institution should be committed to a particular political cause, no matter how worthy, . . .". Connell continues ". . . the University should not misuse its privileged position by engaging, as a corporation, in political advocacy."

Over the summer, events in South

Africa made it very difficult for defenders of investment in apartheid to maintain any credibility. It seemed very likely that the Governing Council would pass a motion that U of T divest.

Our president was not moved by these events to join the anti-apartheid forces; he was moved to change tactics in order to defeat the movement against our investing in apartheid. He thus advocated that the motion before the Governing Council be amended to restrict such divestment to holdings in those companies that "fail to meet the Government of Canada's guidelines".

Since the government guidelines are admitted by all (including the government) to be very weak, and since what the leaders of the struggle against apartheid have called for is divestment from all corporations that do business with South Africa (even those that paternalistically claim they are doing so "for the good of the blacks"), this "amendment" really negates the motion.

To its shame, the Governing Council passed Connell's amendment Sept. 19. Connell's manoeuvring won out.

What is this politicking in support of?

Apartheid is the most explicitly racist and repressive system of government currently in existence. The leaders of the opposition to apartheid, from Nelson Mandela to Bishop Tutu, have all called for total divestment. The masses of black people in South Africa have supported similar ideas (though it led to real hardship) at their remarkable boycott of white-owned businesses.

The leaders of the white government of South Africa have been travelling the world begging corporations and governments not to divest in the country they so brutally rule; they clearly

consider foreign investment important to maintaining apartheid.

Given the above, any reasonable moral code implies that the University misuses its privileged position by investing in apartheid; the only remedy is divestment of all its holdings in any corporations that do business with apartheid.

We must not let hypocritical manoeuvring stop us from building a movement that will lead to total divestment.

If the University divests its holdings in South Africa it will have to re-invest elsewhere. If it must invest in some-



thing noxious (to maintain its "privileged position"), perhaps it could put its funds into cocaine, hookmaking, prostitution or some other criminal activity that is not nearly as horrific as apartheid.

Peter Rosenthal
Department of Mathematics

Project director plays central role

The recent report in the *Bulletin* (Sept. 9) made clear the importance of the Connaught Development Grant to the activities of the McLuhan Program. We would like to acknowledge the central role that our colleague, Lynd Ferguson, played in the preparation and submission of that proposal and continues to play as a project director of the grant.

David R. Olson
Derrick de Kerckhove
Co-directors
McLuhan Program in Culture & Technology

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University reducing travel costs

A list of three "preferred" travel agents for handling University-related travel plans will be available at the end of October, says Keith Bowler, director of purchasing.

Like the U of T American Express Travel Card introduced in July, the preferred agents are part of an attempt to streamline travel spending at the University, which last year exceeded \$6 million.

By directing its travel business toward a few large agents, Bowler said, the University can take advantage of volume discounts not available through smaller agents. "By dealing with single agencies — and I think we deal with possibly 50 or more agencies at the moment — we are not getting any benefit of group buying, nor are we getting any benefit of corporate rates," he said.

The three agents will be chosen from among 10 whose service packages are now being considered. Bowler said the three will likely offer U of T travellers free ticket delivery, advance seating and boarding passes, itineraries, visa and passport photo service, and a direct U of T telephone line.

He said other North American universities using corporate cards and exclusive travel agents have saved five to 10 percent on their travel expenses.

Use of these services will also make it easier to collect data on travel expenditures.

The travel card, which can be used for tickets, meals, accommodation and most other travel-related expenses, is expected to improve University cash flow by reducing cash advances. "Numerous travel advances are handled daily with outstanding balances of over \$2 million at all times," said Bowler.

However, he added, the University recognizes that cash advances will still be necessary for "field trips to the Amazon".

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A classified ad costs \$5 for up to 35 words and \$25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before Bulletin publication date, to Manon de Courcy-Ireland, Department of Communications, 45 Willowcreek St., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone.

Accommodation Rentals Available - Metro

Tourist Accommodation. 10 minutes to U of T. Clean quiet guest home. Daily/weekly rates available with breakfast included. 594-2428

Walk to U of T. Bright, extra-large bachelor in quiet Victorian home. Fireplace, balcony, poss some furnishings. Single non-smoker. No pets. Lease \$475/month includes utilities and parking. Call 922-4610

For rent Oct. 15 to May 15. One bedroom apt. in adult building. Forest Hill Village. Fully furnished & equipped; basement garage, swimming pool, sauna, whirlpool, exercise room, 24 hour security. References and deposit required. Rent \$1400 per month. 922-8915

House for rent: Greenwood/O'Connor. Detached two bedroom bungalow with finished basement. Private drive and garage. Lovely backyard. Close to TTC, school, shopping. Available Nov 1. References \$750 + utilities. Phone 423-4312 after 5pm.

Annex on Dalton Rd. — Two very attractive apartments. One 3 bedrooms and covered deck, \$1250.00, other large 1 bedroom and yard, \$750.00. Available October 15. 690-7096.

Wanted — House-sitter for large suburban home. 4 bedrooms, 3 baths. Low rent plus utilities. Mid-February to mid-May, 1986. No children or pets. Phone 889-5750

Scarborough South, Midland and St. Clair. 3-bedroom bungalow, fully furnished (1 bedroom can be used as study); garage, large fenced-in backyard patio, garden with fruit trees and vegetable patch. Quiet area, good neighbourhood, schools with swimming pool; shops nearby, 15 min. to Scarborough College or hospitals, 35 min. downtown. Non-smokers. No pets. Lease \$700/month + utilities. 1-year lease. Available from Nov. 1/85. Call 965-3141 at work or 267-5536 after 6 p.m.

Furnished 3 bedroom house in Riverdale. 5 appliances, 2 sun decks. Completely renovated. 20 mins. to U of T campus on College Street car \$1000/month plus utilities. Available Nov 1 to May 31 or June 30. Call 466-3356

Two floors of restored, bright house on Crawford St., bordering Trinity Park. Over 1600 square feet with sauna, two washrooms, two entrances, large kitchen and garden. Recreation centre nearby. Furnishings negotiable. \$900 plus hydro (minim). 537-1050

Accommodation Rentals Required

Wanted — furnished house or townhouse for January - June 1986 quiet, non-smoking medical fellow at Toronto General Hospital, with wife and three children. Near elementary school and TGH area. Call collect (416) 435-8770, Dr. & Mrs. David Lake, 2728 - 105 St., Edmonton, Alberta, T6J 4J3

Accommodation Out-of-town

Clearwater, Florida. 3 bedroom home. Close to beaches, tennis and golf ideal for 1 or 2 families. US\$275/week April-November. US\$225/week December-March, extended rates on request. 978-7078 or 593-5186

Wanted — furnished apartment in London, England, for two adults. Six weeks, mid-February to April 1, 1986. Prefer Bloomsbury area. Phone 889-5750.

Accommodation Shared

House to share. St. Clair & Yonge. Spacious house to share with two career women has fireplace, double living room, five appliances, and plenty of parking. \$475 per month includes all utilities, housecleaning service and rent. Third person has private bedroom and den. 967-9335 Available Nov. 1.

Within walking distance of the university, at Dupont and Madison. Completely furnished two-bedroom flat (incl. washer/dryer). High ceilings. To share with female fashion designer. Male preferred. \$400.00 plus shared phone and hydro. Contact Teresa at 962-0669

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Sublet your U of T reserved parking sticker from September 1985 to June 1986 or any part thereof. Must be near Medical Sciences Building. Call Professor Julie Silver at 284-3211 (leave message).

Accent Need Adjustment? Workshops forming with "accent" on production and formation of the English sound system, English pronunciation and intonation patterns. Small groups, ten weekly sessions. Personalized attention. Christine Gandy, B.A., Reg OSHA Language/Speech Pathologist. 767-6691.

Microfiche readers & computer terminal for sale. 3 readers, model NM1/90 — \$100 each. Volker-Craig 303A terminal & Anderson Jacobson modem — both for \$100. Call Diana Forster, 978-4487.

Technical Secretaries. The Harold Tanenbaum Department of Research requires full-time technical secretaries. Working for 3 to 4 research scientists, duties will include typing of manuscripts and grant applications, plus general clerical functions. Experience in typing scientific materials is desirable. Exposure to word processing is a major asset. Interested candidates please send resume to: Personnel Officer, Recruitment, Personnel Department — Room 301, Mount Sinai Hospital, 600 University Avenue, Toronto, Ontario M5G 1X5

Backache? Migraine? The Alexander Technique teaches you how to reduce unnecessary tension. Many types of serious and intense pain have been relieved or eliminated with its help. For information about lessons, call Robert Rickover, 961-7405.

For Sale: Single continental bed, \$50; folding bed, \$50. Excellent condition. Single duck-down duvet, brand new \$85 U of T area 924-8035 after 6 p.m.

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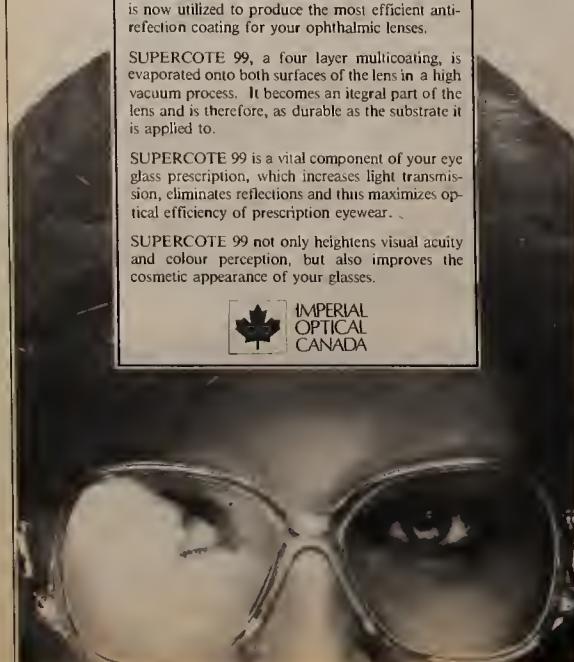
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Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Varujan Gharakhanian, 978-4419; (5) Christine Marchese, 978-4534; (7) Maureen Brown, 978-4312; (8) Mirella Tafariol, 978-7252; (9) Lisa Raftis, 978-2112.

Clerk II (\$14,510 — 17,070 — 19,630) Royal Conservatory of Music (1), Library & Information Science (9)

Clerk III (\$15,930 — 18,740 — 21,550) Commerce (9)

Clerk Typist III (\$15,930 — 18,740 — 21,550) Zoology (9)

Clerk IV (\$17,470 — 20,550 — 23,630) Academic Statistics (1), Medicine (1)

Secretary I (\$15,930 — 18,740 — 21,550) Anatomy, 60 percent full-time (9), Ophthalmology (1), Microbiology (9)

Secretary III (\$19,450 — 22,880 — 26,310) Physical Plant (1)

Administrative Assistant II

(\$25,190 — 29,630 — 34,070)

Vice-President, Business Affairs (1)

Laboratory Technician I

(\$15,930 — 18,740 — 21,550)

Ophthalmology (1)

Laboratory Technician II (\$19,450 — 22,880 — 26,310) Ophthalmology (1), Medicine/Radiology (1), Endocrinology (9), Pharmacology (9)

Laboratory Technician III (\$21,480 — 25,270 — 29,660) Pharmacology (9)

Computer Operator I (\$15,930 — 18,740 — 21,550) Computing Services (3)

Applications Programmer Analyst III (\$29,380 — 34,570 — 39,760) Academic Statistics & Records (1)

Admissions Counsellor (\$19,450 — 22,880 — 26,310)

Admissions (2)

Associate Secretary (\$34,400 — 40,470 — 46,540)

Graduate Studies (1)